G. R. S. 58]

Previous references.

med 75-12 8 6 0 / 1 0 8
B April / 15

1915.
(Medical)

File No. 253-13.

Serial Nos. 1-5.

Later references.

Med 98-16 8 15, 21, 21(a) B July 17

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 1-5. ✓

Part B for April 1915.

SUBJECT.

Correspondence re: requirements of the Medical Department in respect of Lady Doctors required for Service within the next 5 to 10 years and measures necessary to meet the same.

Papers filed. Final orders on the Subject have been passed in G.O. No. 1980-1 / med 75-12-8 dt. 12. 4. 15.

W D 1851—GPB—20,000—13-12-15

MK Dareu 8/7/16

G. R. S. 11] 1913.

GENERAL AND REVENUE SECRETARIAT.

(Medical)

NOTES.

File No. 253-13

FILE HEADING.

Recruitment of Lady medical Officers required for service in the State.

From

No.	Dated	Received

Diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

[P.J.O]

NOTES—First Sheet.

DEWAN OF MYSORE

BALLABROOIE,
HIGH GROUND,
BANGALORE.

7th April 1913.

My dear Sir,

I shall be glad to know what - - - arrangements you have thought of for the - - future supply of lady doctors for the Mysore Medical Department. What are the requirements of the Department in this respect in the next 5 to 10 years? Are there any - - ladies from the State undergoing training?

I would suggest that the Senior Surgeon's opinion be invited as well as of - - that of two or three senior officers of - - the Department and the whole question - -

discussed

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G. R. S. 12]

General and Revenue Secretariat. | Med. File No. 253 of 1913-14

Serial No.	
1	To P.S. Achyutadas, Esq., Dr. T.V. Arunagiri Mudaliar, Dr. Miss Govindarajalu, Miss Ayachammal. Do. Letter No. 8007-10 dated 8/4/13. Requests them to communicate for the consideration of Govt. their views in detail regarding the future supply of Lady Doctors for the Mysore Medical Department.
2	Do. Letter No. 1343 dated 10.4.13. from Dr. T.V. Arunagiri Mudaliar. Furnishes his views on the point to reg. as requested in Sl. 1.
3	Do. Letter No. 110 dated 17-4-13 from Dr. P.S. Achyuta Rao, Senior Surgeon &c. With refce to Sl. 1, encloses a memo giving the needful particulars.
4	Do. Letter No. 14 dated 20-4-13 from Dr. Miss R. Govindarajalu. With refce. to Sl. 1, encloses a memo giving her views on the subject.
5	Letter No. A dated 14-5-13 from Miss. Ayachammal. Furnishes her views on the subject referred to in Sl. 1.

NOTE—Contn. sheet.

GPB—70,000—17-12-15

Note by the Asst. Secy (Branch IV)

7 0 8 4 3

Note on Women's Medical Service.

1. In British India, the women's medical service is not fully organized by the State and most of the moffusil towns have only female dispensaries with lady apothecaries in charge and financed by the Municipality or the Local Board concerned. It is only at the Provincial Capitals that a large women's hospital, with a qualified female medical staff is to be found.

2. But in the Mysore Province, we have been ahead of British India and we have had two qualified lady doctors for over 20 years, and a third lady doctor for over 10 years. There have been two large Hospitals for women for several years past, one in Bangalore (The Maternity) and the other in Mysore(Her Highness the Maharani's Hospital). There have also been several (9) female dispensaries in the moffusil in the charge of lady apothecaries only partly paid out of local and municipal funds, besides the female wards and departments attached to the Victoria Hospital, and the Eye Infirmary in Bangalore, and the General Hospital in Mysore.

3. The opening of a maternity Hospital at Robertsonpet in the Kolar Gold Fields has also been recently sanctioned. The Minto Ophthalmic Hospital has been recently opened and accommodation on a large scale has been provided for inpatients therein. Sickness among women, both at ordinary times, and

during confinement has not been a negligible factor in bringing about the great decrease in malnad population that is now arresting our attention. The question of providing female doctors for work during outbreaks of epidemic has not yet been considered, and solved. To add to these, the best among our lady medical staff have already served out the greater portion of their term, and the time will not be far off when others will have to be found to take their places.

4. The proper re-organization of the women's department of our Medical Service, has therefore to be considered in the light of the above circumstances. The only addition to the existing institutions that is likely to be made in the course of the next three years is a female dispensary in the malnad parts in addition to the one at Sagar.

Therefore our requirements within the next three years will be the staff necessary for the following institutions:-

1. The Bangalore Maternity Hospital,
2. H.H.the Maharani's Hospital,Mysore.
3. The Maternity at Robertsonpet,
4. The female departments in the
4. The Victoria Hospital, Bangalore,
5. The General Hospital,Mysore,
6. The Minto Ophthalmic Hospital,Bangalore,
and Female Dispensaries at
7to 12 The other six District Head Quarters,
13 & 14. Sagar and Chikballapur,
& 15. The new dispensary that may be opened in the malnad.

A reserve staff for relieving work, plague and cholera work and other emergencies will have also to be maintained.

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Taking the consensus of opinion among the officers, and the past experience, it may be stated that each of the 1st two Institutions will require:-

1 Qualified Lady Medical Officer- Special Grade 400-25- 600

1 Lady Apothecary as Assistant(2), and

1 Lady Sub Assistant Surgeon (3) as second Assistant for ward work.

Owing to the great popularity of these institutions, and the high state of efficiency required in them, the proposed staff appears to be the least/ that can be allotted.

(3). The Robertsonpet Maternity deserves to have a lady medical officer of at least the rank of an Assistant Surgeon, possessing a University Degree., with a lady Sub Assistant Surgeon to assist her.

(4) The Victoria Hospital has had a Lady Civil Surgeon, attached to it for some time past. But in view of the capable medical staff in the Hospital, it is unnecessary to have a Lady Civil Surgeon there. A Lady Assistant Surgeon will suffice for duty under the Supervision of the Officer in Charge and of the Specialists. The Medical Officer in Charge of that Hospital has opined that it is unnecessary to have a Lady Medical Officer in that Hospital, and that it is sufficient if Lady Assistant Surgeons and Lady Apothecaries are posted to the Hospital for two years in rotation to undergo post graduate study. But such a long period as two years for training in one Hospital is not administratively convenient, and it appears to be better to have

a Lady Assistant Surgeon attached to the Hospital to attend to the large female clientele of that Hospital in addition to such others as may be deputed for training according to a definitely prepared programme.

5 & 6. The number of female patients in the General Hospital, Mysore and in the Minto Ophthalmic Hospital, Bangalore , is also large, and it is quite necessary to have a Lady Apothecary permanently attached to each of these, in addition to any others that may be deputed for post graduate training.

7 to 12. Out of the remaining 6 District Head Quarters, it may be noted that the requirements of the malnad districts deserve more consideration than those of the maidan. Malaria and kindred ailments have been levying heavy toll in the malnad parts, and the female population of the malnad are under a special disadvantage owing to the complications attendant on ignorant and barbarous methods of treatment during periods of menstruation and confinement.

~~13.~~ Number of females to 1000 males.

Mysore State	979
Kadur District	911
Shimoga Dt.	923
Manjarabad Tk, (Hassan Dt.)	916

The provision of a qualified Lady Assistant Surgeon for each of the malnad Districts of Hassan, Kadur and Shimoga appear

to be justified, and Lady Apothecaries may be posted as heretofore to the maidan districts of Chitaldrug, Tumkur and Kolar.

13. & 14. The dispensaries at Sagar and Chikballapur may continue in the charge of Lady Apothecaries as at present.

15. A Lady Apothecary will have to be spared for the charge of the new dispensary ~~to~~ that may be opened in the malnad.

Besides these, at least two Lady Sub Assistant Surgeons will be required as reserve to relieve those going on leave, or those deputed for post graduate training in Bangalore. There will also have to be one more Lady Sub Assistant Surgeon for special duty in places where there is an outbreak of epidemic.

To summarise therefore, we shall require, in the most liberal estimate:-

2 Lady Medical Officers
5 Lady Assistant Medical Officers
10 Lady Apothecaries, and
6 Lady Sub Assistant Surgeons,

and we have

2 Lady Surgeons
3 Lady Assistant Surgeons, including Miss. Sanjeeva who has not yet joined service
10 Lady Apothecaries, and
2 Lady Sub Assistant Surgeons,

and we shall have to find

3 Lady Assistant Surgeons, and
4 Lady Sub Assistant Surgeons

as soon as possible.

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employment but also to the special difficulties and expenses they incur by accepting service.

In the case of the Lady Apothecaries a and Lady Assistant Surgeons, the Senior Surgeon has not pressed for any difference in pay.

He wants however, to grade the two Lady Civil Surgeons, as 'Specialists' and give them Rs.400-25-600. As noted in the linked file, this does not give the present Lady Surgeons any great or undue advantage over their male colleagues, and though such a course will involve a small additional cost to the State, there is no doubt that it will relieve stagnation in promotion not only in their case, but even in the case of other Civil Surgeons. It must be further observed that the demand for special treatment is legitimate, as they cannot hope for any of the prize appointments nor to the other extra allowances available for their male colleagues.

The Senior Surgeon has further suggested changes in the designation of Lady Surgeons and Assistant Surgeons into Lady Medical Officers and Asst. Lady Medical Officers. The proposed designation appear suitable and may be adopted.

The question of framing a Women's Medical Code, and that of differential treatment for Lady doctors as regards the age of retirement raised by Miss. Govindarajulu may be considered after obtaining the Senior Surgeon's view in the matter.

(A separate note on the financial aspect of the case is attached).

8-8-13.

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APPROXIMATE FINANCIAL RESULTS.

Existing scale	Actuals	Proposed scale	Average of Proposed Scale
1. Lady Surgeon	500	2 Lady Medical Officers (400-25-600)	1067
1. Lady Surgeon	400	1 Asst: Lady Medical officer	300
1 Lady Asst: Surgeon	300	1 - - - - - - - -	150
1 - - - - - - -	150	1 - - - - - - - -	100
1 - - - - - - - -	100	2 - - - - - - - - (80-20-120)	212
5 Lady apothecaries (150)	750	5 Lady apothecaries (150)	750
1 ~~do~~ (125)	125	1 ~~do~~ 125	125
4 ~~do~~ (75)	300	4 ~~do~~ (75)	300
1 Lady Sub Assistant Surgeon	60 30	5 Lady ~~apothecaries~~ Sub asst Surgeons 50-10-100 / 3	441
Total Cost.	2715	Average cost.	3445.

+ 730 per mensem., or Rs. 8760 per annum.

1. This will be the case only when the full staff is employed.

2. A portion of the extra cost will be borne by the Local and Municipal Funds concerned, especially the excess incurred by (i) the appointment of Lady Assistant Surgeons in the place of Lady apothecaries, (ii) by the appointment of ~~of~~ a Lady Sub Assistant Surgeon for plague and Cholera duty, and (iii) by the opening of an additional dispensary in the malnad.

3. The provision ~~of~~ for the lady apothecary in the Minto Opthalmic Hospital could not have been avoided even without the proposed reorganization, and therefore that portion of the cost cannot be taken in deciding the cost of the reorganization scheme.

4. The immediate increase in cost will not exceed Rs. 100 per mensem if the above considerations are taken into account.

Bryan Walker
9/8/13

Note by the Offg Secy (11)

N O T E
on
Women's Medical Service

The Personal Assistant to the Second Member showed me a D.O. letter received by the Second Member from the Dewan and asked me to collect full information in consultation with Messrs. P.S. Achyuta Rao and Armugam Mudaliar and Miss Govindarajalu and Miss Ayachammal.

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2. Soon after I wrote the D O. No. 8007-10, dated 8th April 1913, to the officers concerned, mentioning the points referred to by the Dewan in his D.O. letter which was taken back by the Personal Assistant for reference after showing it to me.

3. Replies from all the four officers were received. A tabular statement showing briefly the views of the officers is put up for convenience of reference.

4. Mr. Ramanath Iyer, Assistant Secretary, Branch I V, has also put up

flag A. a note containing useful information.

5. Generally speaking the views of Mr. Armugam Mudaliar seem to be practical and just sufficient for our purposes.

6. I note below brief answers categorically to the points raised:-

(c) Are there any ladies from the State undergoing training? If, so, how many and where?

Yes, four ladies are undergoing training in the Royapuram Medical School, Madras, for the grade of Sub-Assistant Surgeons. None else.

(b) What are the requirements of the Department in this respect for the next five to ten years:-

(i) Provision against retirement:-

Two lady medical officers will be superannuated within this period, viz.,

Miss Govindarajalu	8 years hence
Miss Ayachammanl	10 years hence

(ii) Provision for new dispensaries:-

Each mofussal District Head-quarter has now a female dispensary. There are three lady medical officers at Bangalore and two at Mysore. In Taluk places other than District Head-quarters there are but three female dispensaries, viz., at Kolar, Gold Fields, Chickballapur and Sagar.

It is highly desirable to open more largely Lady Apothecary or lady Sub Assistant Surgeon dispensaries which are cheap and sufficient for ordinary requirements. There is no limit to this relief; but on the most modest scale one new dispensary every year may be provided for in the order of urgency. Thus, ten such dispensaries would be needed.

In all, 13 women medical officers would be necessary within the next ten years.

(8) What arrangements for the future

supply of lady doctors for the Mysore Medical Department are necessary?

(i) The prospects of Lady Assistant Surgeons and Lady Apothecaries as their scales of pay are now constituted are admittedly encouraging.

(ii) The pay of the Lady Sub Assistant Surgeons must be raised from the low level of Rs. 30 to Rs. 50-10/3-100 if this branch is to be rendered attractive.

(iii) Scholarships of Rs. 15 per mensem should be thrown open for advertisement.

For years to come the supply of women medical officers must come only from the ranks of Eurasians and Indian Christians.

These observations seem to answer the Dewan's queries fully. Some

of the medical officers consulted in the matter have raised questions regarding the improvement of the pay and prospects of women medical officers in service. These matters are not relevant for the purpose. Hence no comments are made on them.

As regards Bangalore and Mysore no addition to the number of women medical officers is necessary.

D. M. Narasinga Rao
7/8/14

Four Superior class (University women) Lady doctors one for each of the Malnad Districts and for the Maternity at Robertsonpet Rs 150-300, Nursepost Rs 20, Malnad allowance 40 or 50

Lady doctors Competent to perform important Surgical operations on Female patients.

I. Requirements.

(a) Four fully qualified women — one for each of the following Hospitals:-
Maternity Hospl. Bangalore
H.H the Maharani's Hospl, Mysore
General Hospl, Mysore
Victoria Hospl, Bangalore
The two latter also to Supervise the work of Lady doctors in Districts and to act as relieving officers for the two former.

(b) one Apothecary for each Distd

(c) one Apothecary for the Eye Hospital, Victoria Hospl, Bangalore and General Hospl, Mysore

Special grades for Lady Doctors

(a) Asst Surgeons Rs 150-300 + Horse pent Rs 20

(b) Sub Asst Surgeons 50-100

Lady doctors with good qualifications to be Secured and posted for work in the Maternity and Victoria Hospls, Bangalore H.H. the Maharani's Hospl, Mysore

II. Arrangements for Supply

(a) Scholarships to enable women to study for University Exams in Madras or London.

(b) The Lady apothecaries in Districts Should attend the Maternity Hospl, the Victoria Hospl & the Eye Hospl, Bangalore for at least a year in rotation.

(b) To draw up a Separate women's Med Code.

(c) To Show concessions to women in the matter of age & retirement.

(a) Two Lady Surgeons, 1 Apothecary and one Sub Asst Surgeons have put in over 20 years Service. 3 Lady Apothecaries have put in nearly 20 years Service. Before 7 are proposed to take their place in due course.

(b) Maternity Hospl, Bangalore & H.H. the Maharani's Hospl, Mysore to have:-
Two qualified Med. officers
Two Assistants with Apothecary qualification
Two Sub Asst Surgeons

(c) An Apothecary to each Dresb with an Asst to be available for emergencies &c

(d) Each Epidemic diseases Hospl to have also a Lady Doctor

(e) To have a Hospital for women for all Complaints to be presided Solely by Lady Doctors

A Lady Surgeon on Rs 500 is in charge of the Maternity Hospl, Bangalore, an Asst Surgeon on Rs 300 is in charge of the H.H. the Maharani's Hospl, Mysore with an Asst Surgeon on Rs 100 in Dresser and a Surgeon on Rs 400 is attached to the Victoria Hospl, Bangalore

The Senior Surgeon has reported that Miss Champa Bai Sathankar (Nurse Surgeon) Asst Surgeon 4th class on Rs 150 will be placed in Charge of the Maternity at Robertsonpet

The distribution of 10 Lady Apothecaries is shown below:-
In each of the Female Dispensaries at K.G. Field, Chickmagalur, Tumkur, Shimoga, Hassan, Sagar, Chickballapur
1 in Victoria Hospl, Bangalore
1 Maternity Hospl, Bangalore
1 General Hospl, Mysore
The two Lady Sub Asst Surgeons are in charge of Female dispensaries at Kolar & Chitaldroog.

The following Scheme may be adopted.

Bangalore Maternity & Mysore H.H. Maharani's Hospital. Each:—
1 Lady med. Offr 400-25-600.
1 Lady Apothecary. (existing Scale).
1 Lady Sub Asst Surgeon. 50-10/2-100.

Robertsonpet maternity.
1 Asst Lady med. Offr (Asst Surgeon).
1 Lady Sub Asst Surgeon 50-10/2-100.

Victoria Hospital, 4 Female dispensaries at Shimoga, Kadur & Hassan. Each.
1 Asst Lady med. Offr (Asst Surgeon).

General Hospital Mysore, Minto Opthalmic Hospital, and female dispensaries at Chitaldrug, Tumkur, Kolar, Sagar, and Chickballapur & a new dispensary at Bellary.
1 Lady apothecary (Existing Scale)

Two lady S.A.S. to be in reserve to act for those on leave or under training, & relieving staff & one to be available for work at times of Epidemic outbreak.

Analysis	Proposed	Existing
	2 Lady Med. Officers 400-25-600.	2 Surgeons, 500 & 400.
	5 Asst Lady Med. Offrs.	3 Asst Surgeons
	10 Lady apothecaries.	10 Lady apothecaries
	6 Lady S.A.S. 50-10/2-100.	2 Lady S.A.S. 30-60.

Immediate requirements:
2 Asst Lady med. Officers 2 Lady S.A.S.
We have one Lady apothecary extra, & she may be kept on [illegible] a vacancy [illegible]

(a) Candidates for University training and examns to be sent with Scholarships - not more than 2 or 3 to be sent each year to ensure regular supply and to ensure having some with up-to-date knowledge in every year & one for each grade every year

(b) Special training in practical Surgery to be insisted upon.

N.B. Refund of Scholarships should not be permitted.

Grant of Scholarships to Med. Pupils for undergoing training as Sub Asst Surgeons is regulated by the late Chief Commr's Notn No. 102 of 7.6.1871. A revision of the rules is under consideration in Med. File 250-12.

Two Med. Scholarships awarded annually are also open to lady graduates, if available.

The Senior Surgeon's proposal to change the designations of Lady Surgeons & Asst Surgeons & fix the pay of Lady Surgeons at Rs 400-25-600 is separately dealt with in Med. File 75-12.

It should be given publicity to that one Scholarship for ladies undergoing Med. training in Indian or English Universities will be given every alternate year. Rs 50/- in India & £ 200 in England.

One Scholarship every alternate year for lady apothecary or S.A.S. to ensure regular supply of Lady Medical Service. Penalty at 50% more than claimed in case of non-utilisation

training for 6 months in Bangalore maternity or H.H. Maharani's at Mysore, Victoria Hospital, and Minto Opthalmic Hospital to be necessary before posting to Districts or independent charge

III. Ladies undergoing training

ix
Four Ladies – 3 will be available for employment as Sub asst Surgeons in about 3 years i one this year or next year.

x 1. Amba Bai — 4th year Student

2. Miss D. S. Sampson
3. Miss M. Joaquim
4. Miss Ada Fernandes

} 2nd 3rd year Students

IV. Extraneous.

1. Promotion of Miss S. Paul to the Hosp: Grade of asst Surgeons, 6th class.

2. Promotion of Sub asst Surgeon Miss Balasundaramma to Rs-50/- per mensem.

Special grade for the two Senior Lady Doctors for their promotion which has been in Stagnation for Some time

There will be available in the course of 2 or 3 years for appointment, and with requirement of a half more years training before active employment.

Promotion of Miss Paul to the Hony: grade of asst Surgeons recommended by the Senior Surgeon was not sanctioned by Govt.

Miss Janakarajulu has been drawing Rs. 500 since 2.5.08. Miss Ayachennmal Rs 400 since 21.7.03 & Miss Mary d'Vaz Rs 300 since 14.7.05. The question of increasing the pay of Lady Surgeons to 400-25-600 is under consideration in Mem. Dl. 7.5-12.

By the proposed Scheme to sanction these grievances also would have remedied.

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G. R. S. 12]

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General and Revenue Secretariat. | Med File No. 253 of 1913

Serial No.

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Ref - Bewais D.O. d 7/4/13 Flag O

B. desired therein, opinions of several Medical Officers who were considered competent to give one, have been called for & are in the file.

The Off. Surg & Asst. Surg Br. IV have also sent up their considered notes on the subject.

For the present, it seems enough to adopt the recommendations of the present H. Surgeon vide in his Note.

In any opinion, the two Asst Surgeons who are going to be placed in charge of the Maternity at Begumpet & the Gen. Mechanics Hospital at Begumpet, should undergo Midwifery training, after they have obtained their degrees here -

For, these two Institutions are the most important of the Female Hospitals in the State & should consequently be placed in charge of first rate Lady Doctors only. The stipends of these two Institutions should also be raised considerably so as to be in keeping with that of the Victoria & Zenana Hospitals which have acquired a wide reputation all over India - At present, they are

NOTE—Contn. sheet.

GPB—60,000—7-11-13

General and Revenue Secretariat. | Med File No. 253 of 1913.

Serial No.

at least half a century behind the present times in respect of accommodation, equipment etc. We assume the duration of re-assuring tours of duty in the Indian Medical Service to be from the end of the Sixth.

The question of raising the pay of the Lady Asst. Surgeons also is one of urgent necessity. They must at least start on Rs 40, & get Rs 50, as recommended by the Surgeons. In view of the fact that there is at present a great demand for them all over India, unless we increase the starting pay & the prospects of this class of worried officers, we shall be greatly handicapped in getting them.

Similarly, the scholarships now awarded to these Lady-probs must be raised from Rs 12 & Rs 15 as recommended by the Surgeons.

As the two Lady Asst. Surgeons who are now in hand of, it seems best & advisable after selection of the proper candidates to be duly sent them to England or America with scholarships for further training & obtaining of degrees.

NOTE—Contn. sheet.

GPB—60,000—7-11-13

18/6

G. R. S. 12]
General and Revenue Secretariat.

med File No. 253 of 1915

Serial No.	
X	These papers will, if approved, be filed with a copy of G.O. No. 7980-1 Med 15-12 dt 12.4.15 issued Adm-III on the subject. 12.4.15 B 13/4
	Record as "B" collection please — B 18.4
	Pg —

NOTE—Contn. sheet.

GPB—50,000—12-8-10

Note by Senior Surgeon (23)

Received with
No 86-D 9.3.14
from S. Surgeon
Dated 7/8-13

NOTE ON THE FEMALE BRANCH OF THE MYSORE MEDICAL SERVICE.

----------oOo----------

The Lady Medical Officers in the local Service have, since their entertainment, been mostly in charge of Maternity Hospitals and Miss Ayacheammaul was removed from the charge of the Bangalore Maternity Hospital in 1906, for failing to submit for one year the reports of her class work with the pupil nurses under her training, in spite of repeated reminders from the Senior Surgeon's Office, and was posted to the Victoria Hospital, where her functions are in no way higher than those of any medical subordinate.

2 The maintenance of highly paid Lady Medical Officers leads one to expect from them the performance of high class operations on ladies, except under exceptional circumstances and I regret to have to say that our Lady Medical Officers are incapable of performing such high class surgical operations which have, therefore, always had to be performed by the male Surgeons attached to the Victoria Hospital.

3 The Lady Medical Officers now in Service, who have passed the age of improvement, whose capacity is limited and whose sphere of action is con

fined

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confined to only one branch of the Medical Science, namely Midwifery, had their last promotion as under:-

Miss Govindarajulu to Rs 500 on 2nd May 1908.
Miss Ayacheammaul to Rs 400 on 21st July 1903.

4 In this connection, although it is liable to be considered out of place, I am compelled to bring to notice that the marginally noted 1st Class Assistant Surgeons whose capacity for work is much higher and whose duties are multifarious, not to speak of the numerous transfers and postings in connection with epidemic diseases, have had no promotion for a number of years- 8 to 10 years- and their present situation calls for immediate consideration.

Mr.C Rajaram Rao) Both these
Mr.W.Srinivasaiyengar) were super-seded on four occasions.
Mr.T.V Kuppusawmy Moodr.,
Mr.V. Abboy Naidu.

5 With these observations I note below the requirements of the Female Branch of our Medical Department.-

	Asstt.Surgeon	Apothecary	Sub Assistant Surgeon.
Bangalore Victoria Hospital.	1	-	1
" Maternity	1	1	1
" Minto Ophthalmic Hospl.	1	-	1
Mysore General Hospital	1	-	1
" H.H. the Maharanee's Hospl.	1	1	1
Kolar Gold Fields Maternity (to be shortly opened.)	1	-	1
Female Dispensaries at 6 District Head Quarters, at Sagar & at Chickaballapur.	-	8	-
Reserve staff. ...	-	-	2
Total	6	10	8

6 It may be noted that in forming the above estimates, I have had in mind the Hospitals for Women and Children opened by the Mission Authorities at Chennapatna & Chickaballa-

pur

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Chickaballapur and the one they are going to open at Mandagadde for the benefit of the malnad population.

7 Against the above number of 6 officers, 10 Apothecaries and 8 Sub Assistant Surgeons, we have already in the Service 4 ladies in the officer's grade, 19 in the Apothecary's grade and 2 in the grade of Sub Assistant Surgeons. There are now 4 lady Medical Pupils undergoing training and who will be available for employment as Sub Assistant Surgeons in 2 or 3 years. Our present requirements will therefore be sufficiently met by our securing the services of 2 lady Medical Graduates for which an effort will be made.

8 As regards the future supply, the scholarships now offered to Arts graduates wishing to study for Medical Degree examinations are, in my opinion, liberal enough. It may perhaps be desirable to lower the required standard of educational qualification to the Intermediate examination in the case of lady applicants for these scholarships, and lady under-graduates when available given the scholarships in preference to male graduates for some time to come. Again, the scholarships for lady pupils qualifying for the subordinate Medical Service may be raised to Rs 12 a month for the first year and Rs 15 a month for the subsequent years, to attract suitable candidates.

9 The rates of pay that we now give to our Assistant Surgeons and Lady Apothecaries compare very favourably with those obtaining in the adjoining British Provinces and need no revision. With regard to lady Sub Assistant Surgeons, to make these appointments more attractive, we may start them on Rs 40 and then promote them to Rs 50 and Rs 60 after 5 years' approved service in each class.

Senior Surgeon, Mysore Gt.

Bangalore (27)
8/4/13

Urgent

D.O. No. 8007-10
med 253-13-1

Sir
Madam

I am directed to request you to be so good as to communicate, for the consideration of Govt., your views in detail touching the following matters :—

(a) What arrangements for the future supply of lady doctors for the Mysore medical department are necessary ?

(b) What are the requirements of the Department in this respect in the next 5 to 10 years ?

(c) Are there any ladies from the State undergoing training ? If so, how many and where ?

Yours sincerely
D. M Narasimhar

To.

1 D. S Achyuta Rao Esq S.S
2. Dr. Brunnyam
3. Gowriarajalu
4. Ayachammal

IV Diary 614

D 6130

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No. 1343

Victoria Hospital,
Bangalore, 10th April 1913.

Med 253-13-2

D. M. Narasinga Rao Esq. B.A., B.L.,
Deputy Secretary,
Bangalore.

Sir,

Your D.O. No. 8007-10, dated the 8th instant.

(a). Secure the services of Lady Doctors with good qualifications and surgical & medical aptitudes and post them for duty, one in the Maternity Hospital, Bangalore,

one

(30)

D. O. No. 110-1

OFFICE OF THE SENIOR SURGEON WITH THE GOVERNMENT OF MYSORE.

Bangalore, 17th April 1913

Dear Sir,

In reply to your D.O.No. 8007-10 dated 8th April 1913, I beg to enclose a memo giving the needful particulars.

Yours sincerely,

J. V. Achyutaiah

D.M.Narasinga Rao, Esq., B.A., B.L.,
Deputy Secretary to the Govt of
H.H. the Maharaja of Mysore,
Bangalore.

(31)

Enc to med 253-15-3

Office of Senior Surgeon, Mysore Govt.,

Dated, Bangalore, 17th April 1913.

M E M O.

4 additional

We want three superior class lady doctors for the three malnad districts, viz,- Kadur, Shimoga & Hassan. The three lady Apothecaries now working in these districts should be under the orders of the three lady Doctors, in view to work as itinerating medical subordinates. We want a well qualified superior class lady Doctor for the charge of the newly to be opened Maternity Hospital at Robertsonpet, Kolar Gold Fields.

We have now in service,- 2 Lady Surgeons
2 '' Assistant Surgeons
10 '' Apothecaries, and
2 '' Sub Asstt Surgeons.

2 The lady Surgeons and the Assistant Surgeons are University women.

3 The Lady Apothecaries have passed the Apothecary examination and in point of quality, stringency, &c., this examination is inferior to the University examinations.

4 The two lady Sub Assistant Surgeons have passed what was known as the Hospital Assistant's test.

5 The two lady Sub Assistant Surgeons are in no way inferior to the Lady Apothecaries. In fact one of them, in point of general educational qualification & professional abilities, is superior to every one of the lady Apothecaries in Service.

6 Well educated & well qualified men doctors are readily available if decent salaries are offered them. Lady doctors well educated and well qualified in Medicine, Surgery and allied subjects, are not so easily securable.

7 The services of 3 lady Sub Assistant Surgeons (Mrs. Columbus, Miss T. Pereira & Miss McKendray) that were educatdd.

at

(32)

at the expense of the Mysore State were not available for Mysore. One secured an appointment carrying 70 Rs or so in the way of emoluments and is now working at Ongole. Two others never joined our Service at all after passing out.

8 With the pittance of Rs 30/- per mensem that we offer to women who with previous general educational qualification up to the Matriculation standard have undergone a four years course of professional studies, it is no wonder that they do not care to serve in our State when much higher salaries & allowances of sorts are available for them elsewhere.

9 The two Sub Assistant Surgeons that we have now in our Service would also have left but for their having put in a fairly long spell of service - one of nearly 22 years & the other of 5 years & 5½ months.

10 The recent orders of the Government vide Govt Order No. 4358/Med.32-12-4 & Secretary's No. 8063/Med.153-12-2 dated the 17th December 1912 and 10th April 1913 respectively, passed on my representation in regard to the former, a very highly deserving medical subordinate of immaculate character and good solid professional attainments, do not ~~continue~~ contribute to capable ladies willingly seeking service in our State. In fact I should not be surprised if they act as deterrents to women ~~entering~~ who wish to into the Sub Assistant Surgeon branch of the Mysore Medical Service.

11 Should we want superior class Lady Doctors we must offer them higher inducements, viz,- for University qualified women - Rs 150 rising to Rs 300/- with a house rent of at least Rs 20 per mensem and if we want them to work in the malnad we should give them a malnad allowance of 40 or 50 rupees a month extra.

12 Should we expect women to join our Service in the lower grade (Sub Assistant Surgeons) we must start them on a salary of Rs 50/- per mensem rising to Rs 100/- per mensem.

13 We must also promote the only two lady Sub Assistant

Surgeons

Surgeons that are now in Service, one to the grade of Honorary Assistant Surgeon and the other to Rs 50/- per mensem.

14 The Indian world must be made aware of the fact that the women branch of our Medical Service is attractive. Women of the right stamp will be available only when we shew special consideration to that class.

15. There are now 4 ladies undergoing training in the Royapuram Medical School. Of these one viz,- Ambabai failed in Medical Jurisprudence this year and has to sit for a re-examination in that subject. The three others by name Mrs. D.S. Sampson, Miss M. Joacquin and Miss Ada Fernandes are 2nd and 3rd year students.

Are these Mysore Scholars? 3 Fds

T. J. Achyutha Rao

Senior Surgeon, Mysore Govt.

D.O. No. 14.

(34)

Dated the 10th April 1913.

W Dam 21/4/10

D6364

Med 253-13-4

To M. D. Narasinga Rao B.A. B.L.,
Deputy Secretary
Bangalore.

Sir

With reference to your D.O. No 8607-10 dated 8th April 1913 - I herewith enclose my views on the subject - I am sorry owing to pressure of work there has been some delay in sending the same. I therefore request to be excused

Yours Sincerely
R Jonnada Rayudu.

The Maternity Hospital
Bangalore.

(a) 8 Scholarships may be given to enable Women to study in Madras or London for University Examinations —:

(b) Four fully qualified Medical Women able to perform Surgical Operations may be appointed; One to be in Charge of Each of the Maternity Hospitals in Bangalore and Mysore with a Lady Apothecary living on the premises to look them-permanently.

The other two may be attached to the Victoria Hospital Bangalore and General Hospital Mysore; to act as Relieving Officers in Case of Sickness or When on leave; these Relieving Officers may also be deputed to Supervise the Lady Apothecarys in the Districts periodically.

8 One Lady Apothecary may be provided for each District in the province —

These should be made to attend the Maternity Hospital, Victoria Hospital And Eye Infirmary, Bangalore; for at least a Year in Rotation, So as to gain Experience and be practically fit for her duties in the District.

One permanent Lady Apothecary Should be attached to the Victoria Hospital Bangalore, Eye Infirmary Bangalore And General Hospital Mysore, to assist with the Women Patients.

D. T. O.

the promotion of Senior Lady Doctors which has been in a state of Stagnation —

A Special Grade may be thrown open to these for their long & arduous Service

In the regard to pension; Some Concession as to age of Retirement should be made in Case of Women

A Special Code for Women's Medical Service may be drawn up

(c) As to this — : the Senior Surgeon Mysore Gov't may be addressed to furnish this information

Yours Sincerely,

Medical Officer In charge,
Maternity Hospital,
BANGALORE.

37.

1912/13

70884

Med 253-13-5

19 -10
SECTION
FILE No.

Now put up
all the papers
with any
files bearing on this
subject please
1615

From Miss Agachanall
Surgeon
Bangalore

To The Deputy Secretary
with Surgeon Bangalore

Dated
Despatched } 14th May 13
Received

General No. A
No.

Enclosure No.

16/5/13

Sir.

In reply to your W.O.
No 8004-10 dy: 8th April 13
& 8308-9 dy. 19th April 13
Med
asking for my views in
detail Concerning the
Doctors of the State, I have
the honor to submit
herewith the same with
Apologies for the unavoidable
delay which was due to
pressure of professional
work & my own indisposition.

I have the honor to be
Sir
Your most obedient
Servant
Agachanall
Surgeon

GPE—S.C.000—10-6-11

Rec to med 253-13-5

38

Memo

I. What arrangements for the future supply of Lady Doctors for the Subordinate Medical Department are necessary?

The 2 Lady Doctors of the Senior Grade, One Lady Apothecary, & One Sub. Assistant Surgeon have put in Over 20 Yrs of Service; 3 Lady Apothecaries nearly 20 Years; & such it is absolutely necessary to have ladies in Service who could Replace these Services Lately. When they retire. For this reason. Candidates for the Literary Examinations, for the Apothecary & Sub. Asstt Surgeons grades may be selected & Sent to the Colleges at Madras & Bombay with Scholarships. after signing a Bond to serve the State for a period of Seven — Over five & less than ten — Years after passing out. after which period they may either Continue or Quit in case they desire to do so. being free

2/

(the practice of allowing
the Scholarships the refund
after passing out should
not be permitted, for
the State is then the loser)
with a view of maintaining
the required No of Lady
Drs in the Service, a System
of selection of Candidates
2 or 3, one for each Grade
in each year is
most desirable for it
will, in addition to filling
up Vacancies when they
occur from whatever cause
has the advantage that
if the need recently
qualified Candidates
will be, if so desired, in
touch with the most modern
discoveries &c of the
Medical Science.

I (Contd)

II What are the
requirements of the
Department in this
respect in the next
5 to 10 years.

I may here venture to plead
with apologies for so
doing that the No of
Lady Doctors is, at
present, quite inadequate
in the Province
In my opinion
A. Of all activities that have

Where more than one Lady Doctor is required per diem
Should have a permanent Staff of
i. Medical officer with 4 marks
ii An Assistt with 2 marks after
Qualification. with 2 marks
iii Another Assistt with S. A. Service
grade with 2 marks

Maternity with over 20 & within 25. have
i Head officer with 2½ &
ii An Assistt with 2½

II (Contd)

B. In addition to the Lady Doctors in charge of Female Dispensaries at the Head Quarters of each District there should be Another who could be (a) An Assistt to the Lady Apothecary (b) Relieve the L.A. when she goes on leave & others while the patients feel the absence of a Lady Dr. (c) attend to cases of emergency &c Cases &c in the District should be required. (d) be handy when Epidemics or Epidemics should unfortunately breakout in the District.

4

C. Mc E.d. Hospitals

Should have a Lady Dr attached, helping the Officers in charge for proper Care & attention being paid to Women Patients

It may be correctly inferred that Lady Drs have rendered good useful Services as Physicians & Accoucheurs till only remains for Surgery to be advanced at present being made Probationers And Any new Appointments in the higher Ranks, if made, Should be from such those that have practical to Surgery in practice, and it is only I would mention here that an Hospital for Women. In all Complaints Men. Solely by Lady Drs may be appreciated by Women. who do not Care to attend Hospitals Where Men Doctors are in Evidence - & One Such for the Province might Consider

II Cont'd

On Enquiry, learn that an Indian of the Lunacy for the Province are undertaking at the Medical School Madras for the Sub-Asst Surgeon grade.

III Are there any ladies for the State undergoing training of Sr, how many of them

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G.O. No. 7980-1—Med. 75-12-8, dated 12th April 1915

Revision of the Rates of Scholarship to Women Medical Pupils and of the Scale of Pay of Lady Sub-Assistant Surgeons.

Sanctions with effect from the 1st July 1915 (1) increase of the rates of scholarship to Women Medical Pupils undergoing training as Sub-Assistant Surgeons and (2) revision of the scale of pay of Lady Sub-Assistant Surgeons.

GPB—29-4-15—250

42

Revision of the Rates of Scholarship to Women Medical Pupils and of the Scale of Pay of Lady Sub-Assistant Surgeons.

No. 7980-1—Med. 75-12-8, dated 12th April 1915.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

Read—

Correspondence ending with letter No. G. 37, dated the 17th July 1913, from the Senior Surgeon, in the matter of changing the designations and emoluments of Lady Medical Officers in service.

Order No. 7980-1—Med. 75-12-8, dated 12th April 1915.

The question of recruitment of Lady Medical Officers for service in the State and of the measures necessary to provide for the requirements of the Medical Department in this respect during the next five to ten years, was taken up for consideration, and the marginally noted officers were consulted on the subject.

1. Mr. P. S. Achyuta Rao, late Senior Surgeon.
2. Rao Bahadur Mr. T. V. Arumugam Mudaliar.
3. Miss R. Govindarajulu.
4. Miss Ayachammal.

On a careful consideration of the several proposals received, Government are of opinion that there is no need to provide for an immediate increase in the existing strength of the Gazetted Officers of the Department and that the existing practice of filling up a certain number of vacancies in the grades of Surgeons and Assistant Surgeons by appointing lady doctors having University diplomas and degrees to the extent found necessary from time to time, may, for the present, continue unaltered. They will, however, be designated Lady Medical Officers and Assistant Lady Medical Officers according as they are of the Surgeon's or Assistant Surgeon's grades respectively, as proposed by the Senior Surgeon.

2. The main difficulty in recruitment is at present, however, stated to be experienced in finding qualified ladies to take charge of minor Female Dispensaries and the opening of new Female Dispensaries for which there is great demand is greatly hindered by the absence of candidates with suitable qualifications of the lower grade. To increase the number of medical subordinates of this class, it seems necessary to grant more liberal stipends to women stipendiary medical pupils who are willing to be trained as Sub-Assistant Surgeons and offer them more attractive salaries after recruitment. With this view, the following measures are sanctioned with effect from the 1st July 1915:—

(1) Increase of the rates of scholarship to women medical pupils undergoing training as Sub-Assistant Surgeons from Rs. 9 per mensem (1st year) and Rs. 10 per mensem (subsequent years) to Rs. 12 per mensem (1st year) and Rs. 15 per mensem (subsequent years).

(2) Revision of the scale of pay of Lady Sub-Assistant Surgeons, these being graded in three classes as follows instead of in four classes as in the case of male Sub-Assistant Surgeons:—

3rd class	... Rs. 40	per mensem.
2nd class	... Rs. 50	,,
1st class	... Rs. 60	,,